

**Solid Rock Life and Business (SRLB) and Marianne Foundation for Youth Development  
(MFYD) Needs Assessment Report for ACTS for Water Uganda**



**Prepared September 2022 by**

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## ***Background***

Marianne Foundation is in partnership with Solid Rock Life and Business (SRLB) and ACTS for Water to deliver an entrepreneurship training program.

Marianne Foundation exists to empower rural youth and women to lead their communities in innovating appropriate solutions to their own challenges through mobilization, training, and expedient partnership development. The Foundation envisions an economically independent community sustaining itself through utilization and conservation of its own resources. The partnership with ACTS for Water, facilitated by SRLB, seeks to work collaboratively to design, develop and deliver entrepreneurial training programs for ACTs for Water based on needs identified by both parties through consultation with local industry, community or government.

Marianne Foundation is mandated to conduct activities as agreed in MOU, provide timely reports after every activity. Below is a detailed report about this needs assessment conducted under this partnership.

## ***Introduction and Methods***

The Marianne Foundation worked with ACTS for Water, SRLB and two international consultants to develop survey and FGD tools (Appendix A and B). Each tool underwent two revisions, using feedback from both ACTS for Water and SRLB. The survey was exported onto CommCare, an mHealth software platform, for data collection and data collectors were then trained on using this platform. The FGD guide was printed out and data collectors were trained on appropriate FGD protocol.

The needs assessment data collection took place on September 6<sup>th</sup> and 7<sup>th</sup>, 2022. On 6<sup>th</sup> September, a team of three data collectors from Marianne Foundation conducted the assessment in Kicuzi, Ibanda. The data collection team was supervised by Nyikyirize Mathias, Marianne Foundation's Field Officer. A team member from ACTS for Water joined the team in the field to supervise the exercise.

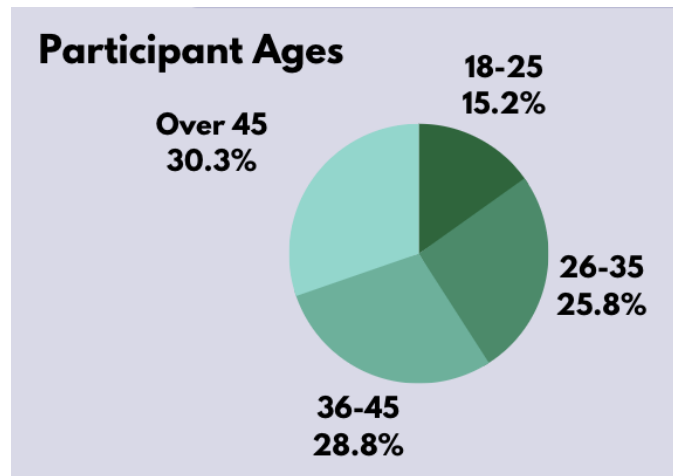
Beneficiaries from ACTS for Water programs were surveyed in the morning. In the afternoon, a FGD was conducted at the church near Seroma Junior School and included local leaders, church leaders and community members. Most notably, Mr. Kamihanda Archangelor

appreciated the team for the good work that ACTS for Water has done so far in their villages of Kicuzi sub county.

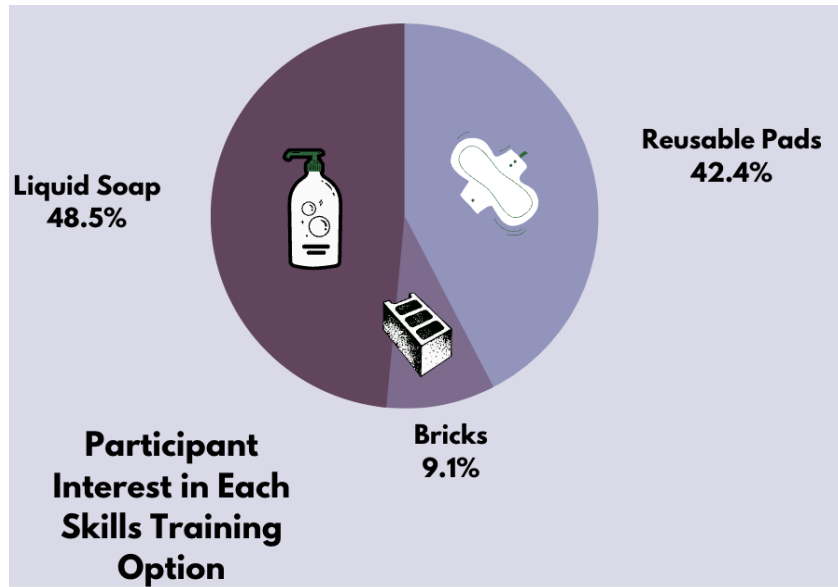
On 7<sup>th</sup> September 2022, the team conducted data collection in Nyakigyera. The team had traveled the previous night and slept in Isingiro for purposes of time management. Surveys were conducted in Nyakigyera, Isingiro. The FDG took place at Katanoga Born Again Church in Bagahwe Trading Center, but due to weather the number of participants were less than expected.

### ***Findings***

Throughout the needs assessment, 66 participants were surveyed, and 38 participants were included in two FGDs. A total of 10 villages were represented in the needs assessment, within the Ibanda and Isingiro Districts. 83% of participants were women. 62.1% of participants had some form of prior skills training and 80% were already involved in entrepreneurial or business ventures. Demographic data is included in Appendix C, Tables 1 and 2. The age breakdown of participants is shown here:

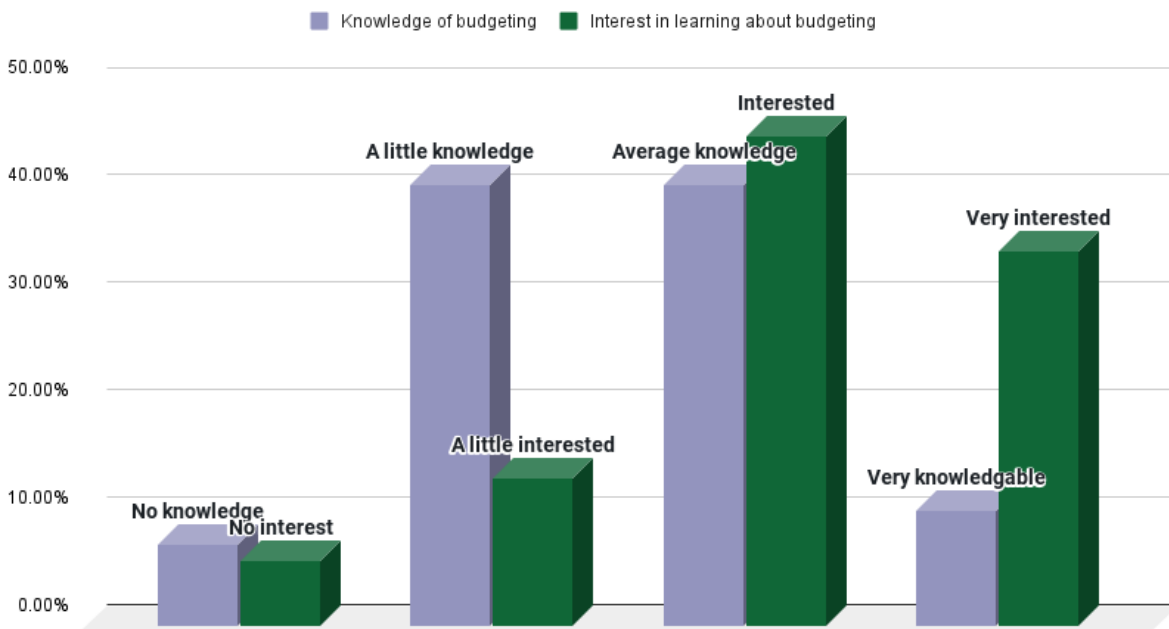


All other data is included in Appendix D. Each skilling area employed Likert Scale questions to gauge interest in each activity. 48.5% of participants were very interested in liquid soap making, 42.4% were very interested in reusable pad making and 9.1% were very interested in brick making. 66.7% of participants had no interest in brick making. Participants in the Ibanda District were equally interested in reusable pad and soap making, whereas participants in the Ishogorgo District were more interested in soap making. When asked, participants also expressed interest in mat making, basket making, tailoring, salon, mechanics, and agriculture. The following graph demonstrates interest in each skills training option across all participants:

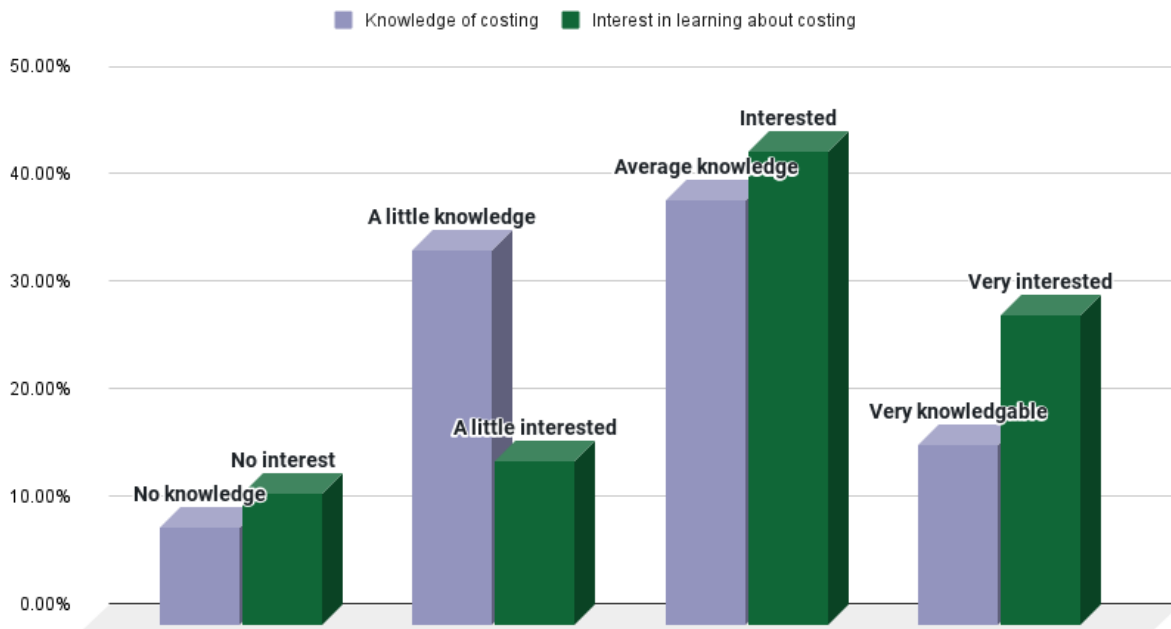


We also asked participants about their existing knowledge and interest in further learning related to entrepreneurship and business skills such as budgeting, costing, saving and record keeping. These results are demonstrated here. For each chart, we show the difference in self-reported knowledge versus interest in learning about each topic through skills training.

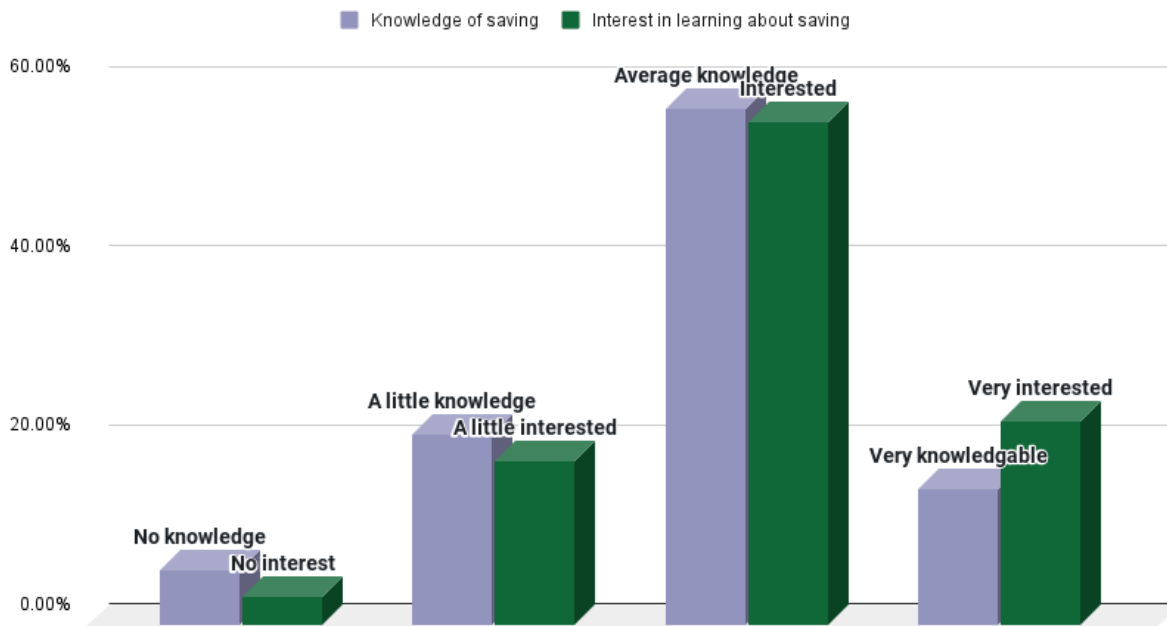
### Existing Knowledge of and Interest in Learning about Budgeting



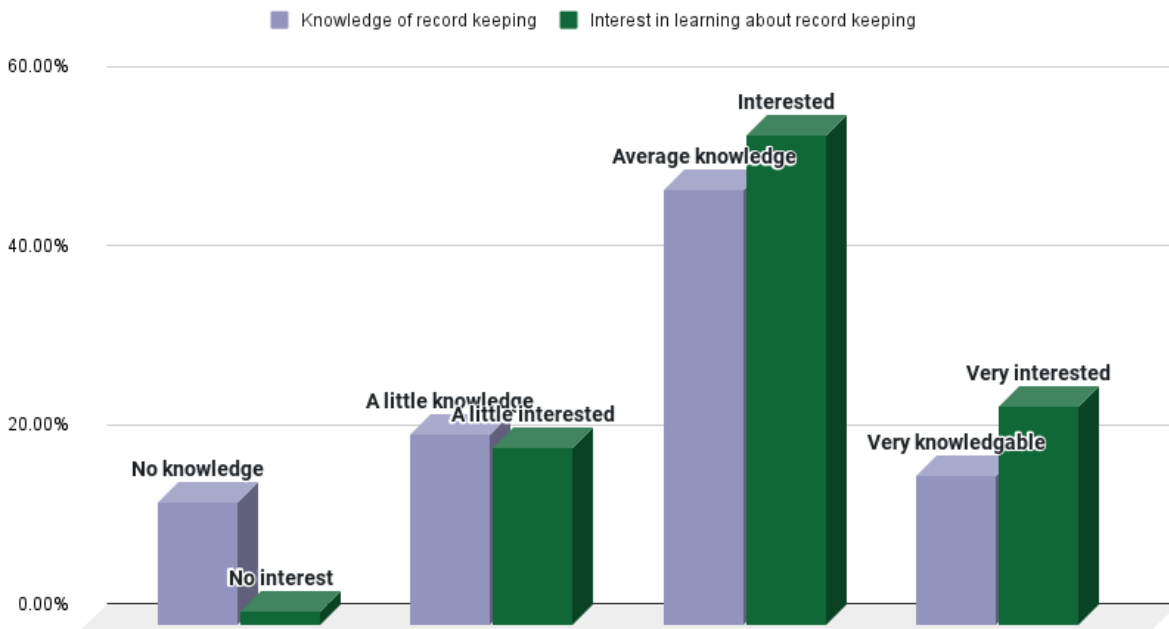
### Existing Knowledge of and Interest in Learning about Costing



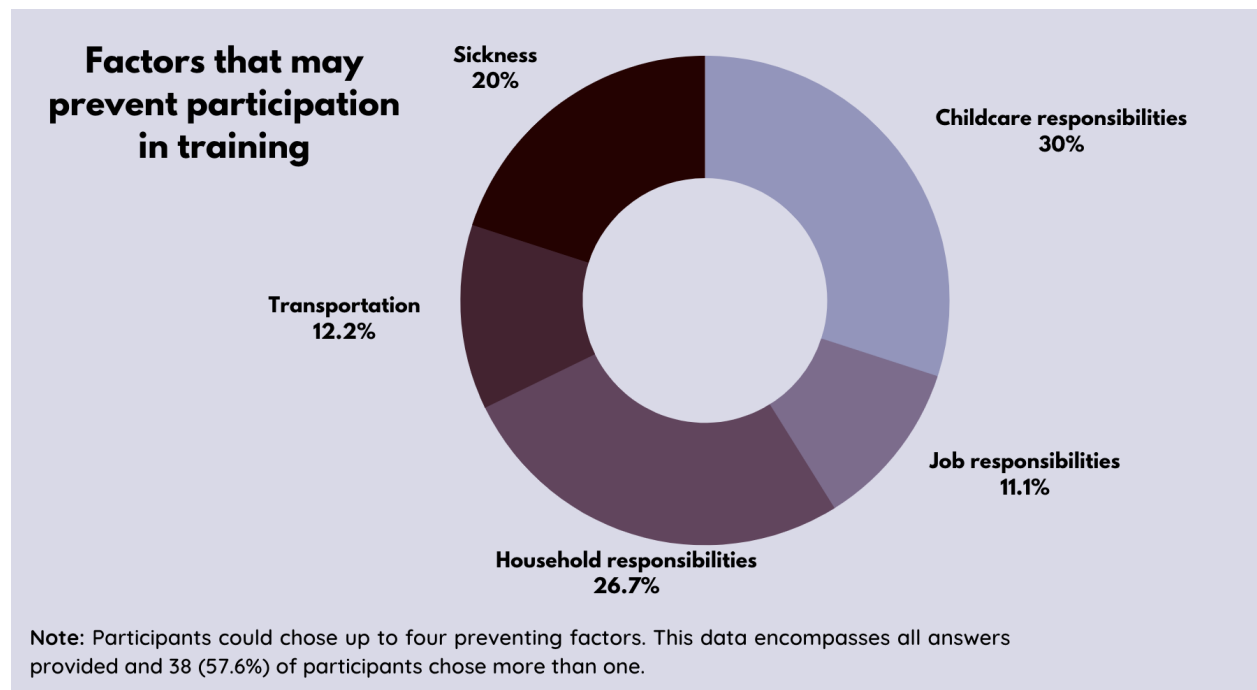
### Existing Knowledge of and Interest in Learning about Saving



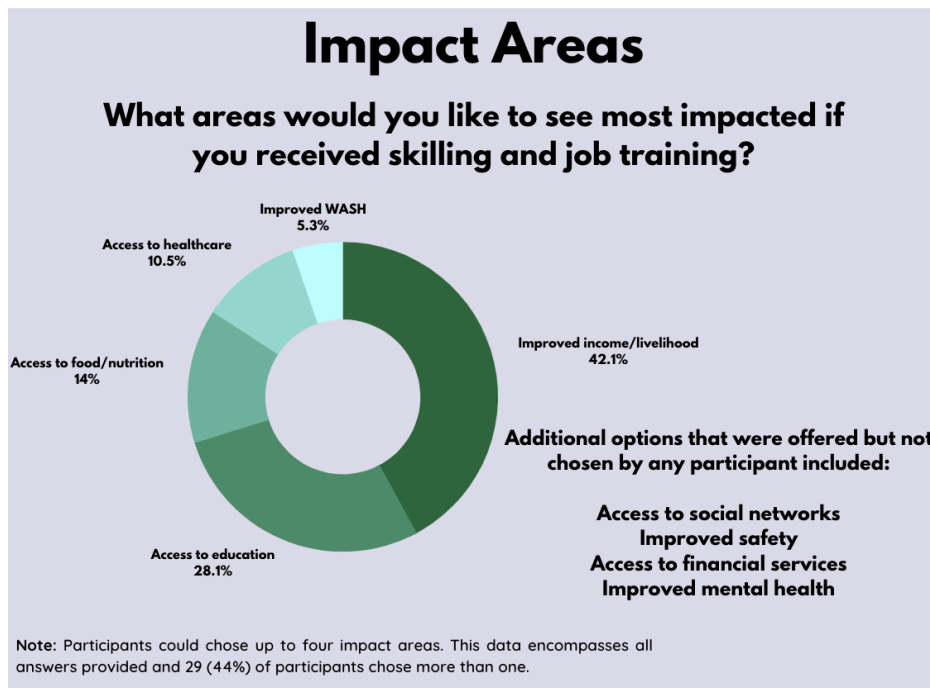
## Existing Knowledge of and Interest in Learning about Record Keeping



We then asked participants to report what would prevent them from participating in a training such as this one. The most commonly cited issues preventing training participation were childcare responsibilities (30%), household responsibilities (26.7%), sickness (20%), job responsibilities (11.1%), transportation (12.2%).



Finally, we asked how participants would benefit from this training across several impact areas. Participants would like to see impacts in: improved income/livelihood (42.1%), access to education (28.1%), access to food/nutrition (14%), access to healthcare (10.5%), improved WASH (5.3%). Additional options offered but not chosen by any participant included: access to social networks, improved safety, access to financial services and improved mental health.



The FGDs demonstrated generally positive attitudes towards ACTS for Water. One participant noted that ACTS gave enthusiasm to the public through promoting sanitation and working together to promote health. Some participants stated that they would like to see ACTS for Water expand their services, including additional training on safe water practices for the communities. FGDs also revealed that many participants already have many skills, but that there is a general community interest in ongoing skills training in things like bar soap, liquid soap, basket making and tailoring. Some participants mentioned that these skilling groups can help people to learn from each other, create community and promote unity. There was also discussion in both FGDs about including training on registration of groups, record keeping and technology when asked how ACTS for Water can successfully implement a skills training program. We note additional recommendations that arose from the FGDs below, as many participants had several beneficial ideas of how to implement a successful skills training program and discussed what skills they lacked.

## ***Recommendations***

Based on the findings from the needs assessment, we recommend the following:

- **Training in Nyakigyera – Isingiro District:** The training emphasis in this area should be on bar soap and bag making. There is a significant number of women who are already trained in tailoring. This training focus can help them make soap for commercial and at home use, as well as make bags for additional profit, which can raise their standards of living. Furthermore, training in Nyakigyera should also focus on financial literacy and business, as it was requested by some people who attended the FGD.
- **Focus on Marketing Training:** Several groups shared that they were already producing jelly and liquid soap, but entering these items into a larger market has posed a challenge. There should be training on marketing for products that have already been made, such as jelly and liquid soap. This training should also include certification processes.
- **Community Interest:** The data from the needs assessment generally suggests that these communities are very interested in these types of training but are concerned for lack of support for post-training sustainability and engagement with the local markets.
- **Male Engagement:** 83% of respondents are women, which is generally reflected in these types of programs. Therefore, future efforts should also encourage the sensitization and mobilization of men in the community to attend these training sessions. Emphasis should be on male attendance and engagement prior to the sessions.
- **Address Factors that Prevent Participation:** Childcare, training time, and transportation were all commonly cited problems that prevented the community from participating in similar programs. To overcome these barriers, additional support mechanisms such as childcare during the training, flexible training hours based on the times when majority of people are available and subsidized or more easily accessible transportation could be beneficial to ensure these barriers are addressed. ACTS for Water could also potentially include offering more, smaller training sessions in more areas that are walkable to the communities.
- **Post Training Sustainability:** Many participants were concerned with the sustainability of these training sessions. Explore further how to engage trainees with job opportunities, such as considering including a job fair type of event where employers or successful individuals in these various fields can discuss job opportunities. The goal of



entrepreneurship, sales and network building opportunities should remain at the forefront of all skills training sessions - empower people to make community with other trainees. A thorough pre and post training survey would also be helpful in designing further training as well as in order to remain in contact with participants and linking them with necessary community partners.

### ***Conclusion***

This needs assessment provides a substantial baseline for ACTS for Water as they embark on skills training within their communities. We believe that the main focus of this training should be to ensure that there is community, connection and relationships built throughout these training sessions in order to promote sustainability of these skills. Many participants expressed concern with the life of their projects, skills and businesses after they are trained. ACTS for Water can mitigate the lack of sustainability in many ways, as we described in our recommendations. It is critical to conduct surveys such as this one prior to and after a training, in order to evaluate the process of the training and the effectiveness of the teaching methods for sustainability and to inform future programs. There is general community interest around skills training and an existing positive relationship with ACTS for Water, and therefore, with explicit effort towards the above recommendations; specifically surrounding male engagement, marketing and external sustainability considerations as well as addressing some of the attendance prevention factors, ACTS for Water can further their impact on these communities beyond what they are already experiencing.

## *Appendix*

### **Appendix A**

SBLD/MFYD - Skills Training Needs Assessment Survey

Prepared July 2022

Formatted for CommCare Data Collection Software

Introduction: Hello! We are a part of the Marianne Foundation for Youth Development and we are conducting a needs assessment to determine the interest in various skills, business and entrepreneurship training in your community. We will ask you a series of questions about your interest in various skills and your previous experience with them. This survey should take around 20 minutes and all of your responses will be confidential and used only to ensure that we tailor our training to what your community needs and wants. You are welcome to stop the survey at any time.

Do I have your consent to proceed with the survey? (Required to proceed)

Yes

Gender:

Male

Female

What is your age?

18-25 years old

26-35 years old

36-45 years old

Over 45 years old

What district do you come from?

Isingiro

Ibanda

Which village do you come from? (Typed response)

What is your highest level of education?

Some Primary

Completed Primary

Some Secondary

Completed O Level/Secondary 4

Completed A Level/Secondary 6

Trade/Vocational School  
Some University  
Completed University

What is the distance from your home to work?

0 km - 5 km  
5 - 10 km  
10 - 15 km  
Over 15 km

What is the number of people that live in your household? (Typed number response)

What is your monthly income? (Typed number response)

Are you able to save any of your monthly income?

Yes  
No

If yes, how much do you save per month? (Typed number response)

Have you ever participated in a skills training program?

Yes  
No

If yes, when was it?

0-6 months  
6-12 months  
1-2 years  
2+ years

Are you involved in business or entrepreneurial activities?

Yes  
No

If yes, how long have you been engaged in any business or entrepreneurial activities?

0-6 months  
6-12 months  
1-2 years  
2+ years

How interested are you in brick making?

- No interest
- A little interested
- Interested
- Very interested

How interested are you in liquid soap making?

- No interest
- A little interested
- Interested
- Very interested

How interested are you in reusable pad sewing?

- No interest
- A little interested
- Interested
- Very interested

If you are not interested in any of the previous skills, is there another skill you would be interested in?

Rate your knowledge on the following topics: Budgeting

- No knowledge
- A little knowledge
- Average knowledge
- Very knowledgeable

Rate your knowledge on the following topics: Costing

- No knowledge
- A little knowledge
- Average knowledge
- Very knowledgeable

Rate your knowledge on the following topics: Saving

- No knowledge
- A little knowledge
- Average knowledge
- Very knowledgeable

ate your knowledge on the following topics: Record keeping

- No knowledge

A little knowledge  
Average knowledge  
Very knowledgeable

How interested are you in learning about budgeting?

No interest  
A little interested  
Interested  
Very interested

How interested are you in learning about costing?

No interest  
A little interested  
Interested  
Very interested

How interested are you in learning about saving?

No interest  
A little interested  
Interested  
Very interested

How interested are you in learning about Record Keeping?

No interest  
A little interested  
Interested  
Very interested

What time of day would you be able to participate in training?

8-11  
11-2  
2-5  
Other

What factors would prevent you from participating in skills/job training? You may select more than one.

Childcare responsibilities  
Job responsibilities  
Household responsibilities  
Transportation

Sickness

Other

If there is another reason that may prevent you from job training, please specify.

What areas would you like to see most impacted if you received skilling and job training?

Improved income/livelihood

Access to education

Access to food/nutrition

Access to healthcare

Access to social networks

Improved water, sanitation, hygiene

Improved safety

Access to financial services

Improved mental health

Other

## Appendix B

Focus Group Discussion Guide for SBLD/MFYD Needs Assessment  
Prepared July 2022

**IMPORTANT: Discontinue** if there was no consent given, or if the participant has any mental or physical disabilities.

### Introduction

*Moderator:* Hello! Thank you all for talking with me today. My name is \_\_\_\_\_ and I am working as a data collector from Marianne Foundation for Youth Development for ACTS for Water Uganda.

We are here today because we are trying to learn about your experience with the ACTS for Water Uganda and the need for a skilling program within your community.

If you agree to be a part of this discussion, you will be asked questions about your experience with ACTS for Water Uganda, water services, and overall community perspectives.

If you would rather not answer any of the questions, you do not have to. Also, if you decide that you would like to not participate, that is okay. You can leave at any time, and there is no problem with that. Notes will be taken during the focus group, but we will not include your full names or other identifying information in our notes. If it is okay, we would also like to audio record this focus group to refer back to later and to help us improve our programming. Do we have your permission to record this discussion?

*If yes, please begin recording. If no, ONLY notes may be taken.*

Do you understand what we have just told you, and do you have any questions about that? *Ask for verbal confirmation to begin - ensure that verbal consent is given on the recording.*

For our discussion today, there are no right or wrong answers. We hope you will feel free to answer openly and honestly. We are going to take notes, but we are not going to collect your names – either out loud or on paper – so everything that you say is anonymous. Please know that none of the information you share today will impact the services you receive from ACTS for Water. Does anyone have any questions? [If not, continue, if questions, please answer accordingly].

Great, let's get started! To start off today, we'd like to learn a little bit about you. Please introduce yourself. [Take time to have a conversation with the participants and greet them].

### Water Services:

1. How do households afford water?
  - a. Who is paying?

- b. Do you know of any challenges?
- 2. What is the community perspective of ACTS?
  - a. Has ACTS come back to check on the community?
  - b. Has there been any repairs performed by ACTS on the water sources here?
- 3. What could ACTS do to improve their water services?

Needs Assessment for Skilling Program:

- 4. How do you think a skilling program could impact your community?
  - a. What is the overall community interest?
- 5. How can ACTS most effectively implement a skilling program for your community?



## Appendix C

<b>Table 1. Demographic/Introductory Information</b>				
<b>Gender</b>	Female	55	83.33%	
	Male	11	16.67%	
<b>Age</b>	18-25 years old	10	15.15%	
	26-35 years old	17	25.76%	
	36-45 years old	19	28.79%	
	Over 45 years old	20	30.30%	
<b>Village</b>	<b>Ibanda District</b>	34	51.52%	
	Kabimbiri	1	1.52%	
	Mpasha	1	1.52%	
	Katerera	19	28.79%	
	Kicuzi	8	12.12%	
	Rugarama	1	1.52%	
	Kinyamugara	4	6.06%	
	<b>Isingiro District</b>	32	48.48%	
	Masha	1	1.52%	
	Bulara 1 or 2	18	27.27%	
	Katanoga	12	18.18%	
	Rushayu	1	1.52%	
	<b>Education</b>	Some Primary	25	37.88%
		Completed Primary	12	18.18%
Some Secondary		12	18.18%	
Completed O Level/Secondary 4		11	16.67%	
Completed A Level/Secondary 6		2	3.03%	
Trade/Vocational School		2	3.03%	
Some University		1	1.52%	
Completed University		0	0.00%	
<b>Distance to Work</b>	0 km - 5 km	45	68.18%	
	5 - 10 km	14	21.21%	
	10 - 15 km	7	10.61%	
	Over 15 km	0	0.00%	
<b>Number of People in Household</b>	1-3	17	25.76%	

	4-6	34	51.52%
	7-9	10	15.15%
	10	5	7.58%

<b>Table 2. Income Related Information</b>			
<b>Monthly Income (UGX)</b>	0	2	3.03%
	5000	3	4.55%
	10,000	0	0.00%
	20,000	4	6.06%
	30,000	2	3.03%
	40,000	1	1.52%
	50,000	13	19.70%
	60,000	1	1.52%
	70,000	0	0.00%
	80,000	2	3.03%
	90,000	1	1.52%
	Over 100,000	33	50.00%
	No response	4	6.06%
<b>Save Any Amount Monthly</b>	Yes	53	80.30%
	No	13	19.70%
<b>Amount Saved Monthly (Out of 53)</b>	1,000-9,000	9	16.98%
	10,000-20,000	9	16.98%
	30,000-50,000	13	24.53%
	60,000-80,000	3	5.66%
	90,000-120,000	7	13.21%
	Over 130,000	12	22.64%
<i>*Note: Some of these numbers of the amount they saved monthly were higher than their monthly income, so the question may have been misunderstood</i>			

## Appendix D

<b>Table 3. Skills Training History and Interests</b>			
<b>Prior Skills Training</b>	Yes	41	62.12%
	No	25	37.88%
	<b>Total</b>	66	100.00%
<b>Time Since Prior Skills Training</b>	0-6 months	8	19.51%
	6-12 months	10	24.39%
	1-2 years	8	19.51%
	2+ years	15	36.59%
	<b>Total</b>	41	100.00%
<b>Involved in Business/Entrepreneurship</b>	Yes	53	80.30%
	No	13	19.70%
	<b>Total</b>	66	100.00%
<b>Business/Entrepreneurship Duration</b>	0-6 months	6	11.32%
	6-12 months	9	16.98%
	1-2 years	20	37.74%
	2+ years	18	33.96%
	<b>Total</b>	53	100.00%
<b>Interest in Brick Making</b>	No interest	44	66.67%
	A little interested	4	6.06%
	Interested	12	18.18%
	Very interested	6	9.09%
	<b>Total</b>	66	100.00%
<b>Interest in Soap Making</b>	No interest	9	13.64%
	A little interested	5	7.58%
	Interested	20	30.30%
	Very interested	32	48.48%
	<b>Total</b>	66	100.00%
<b>Interest in Reusable Pad Making</b>	No interest	10	15.15%
	A little interested	10	15.15%
	Interested	18	27.27%
	Very interested	28	42.42%
	<b>Total</b>	66	100.00%
<b>Other Skills Mentioned</b>	Mat Making		

	Basket Making		
	Tailoring		
	Salon		
	Mechanics		
	Agriculture		
	No other interests		

<b>Table 4. Knowledge of/Interest in Entrepreneurial Skills</b>			
<b>Knowledge of Budgeting</b>	No knowledge	5	7.58%
	A little knowledge	27	40.91%
	Average knowledge	27	40.91%
	Very knowledgeable	7	10.61%
	<b>Total</b>	66	100.00%
<b>Knowledge of Costing</b>	No knowledge	6	9.09%
	A little knowledge	23	34.85%
	Average knowledge	26	39.39%
	Very knowledgeable	11	16.67%
	<b>Total</b>	66	100.00%
<b>Knowledge of Saving</b>	No knowledge	4	6.06%
	A little knowledge	14	21.21%
	Average knowledge	38	57.58%
	Very knowledgeable	10	15.15%
	<b>Total</b>	66	100.00%
<b>Knowledge of Record Keeping</b>	No knowledge	9	13.64%
	A little knowledge	14	21.21%
	Average knowledge	32	48.48%
	Very knowledgeable	11	16.67%
	<b>Total</b>	66	100.00%
<b>Interest in Budgeting</b>	No interest	4	6.06%
	A little interested	9	13.64%
	Interested	30	45.45%
	Very interested	23	34.85%
	<b>Total</b>	66	100.00%
<b>Interest in Costing</b>	No interest	8	12.12%

	A little interested	10	15.15%
	Interested	29	43.94%
	Very interested	19	28.79%
	<b>Total</b>	66	100.00%
<b>Interest in Saving</b>	No interest	2	3.03%
	A little interested	12	18.18%
	Interested	37	56.06%
	Very interested	15	22.73%
	<b>Total</b>	66	100.00%
<b>Interest in Record Keeping</b>	No interest	1	1.52%
	A little interested	13	19.70%
	Interested	36	54.55%
	Very interested	16	24.24%
	<b>Total</b>	66	100.00%

<b>Table 5. Additional Data</b>			
<b>Preferred Time of Day for Training</b>	8-11 AM	13	20.63%
	11 AM - 2 PM	11	17.46%
	2 - 5 PM	22	34.92%
	Other	17	26.98%
	<b>Total</b>	63	100.00%
<b>Factors Preventing Participation in Training</b>	Childcare	27	30.00%
	Job responsibilities	10	11.11%
	Household	24	26.67%
	Transportation	11	12.22%
	Sickness	18	20.00%
	Other	0	0.00%
	<b>Total</b>	90	100.00%
<b>*Note: Participants could choose up to four preventing factors. This data encompasses all answers provided.</b>			
<b>Impact Areas</b>	Improved income/livelihood	24	42.11%
	Access to education	16	28.07%
	Access to food/nutrition	8	14.04%
	Access to healthcare	6	10.53%

	Access to social networks	0	0.00%
	Improved WASH	3	5.26%
	Improved safety	0	0.00%
	Access to financial services	0	0.00%
	Improved mental health	0	0.00%
	Other	0	0.00%
	<b>Total</b>	57	100.00%

**\*Note: Participants could choose up to four preventing factors. This data encompasses all answers provided.**